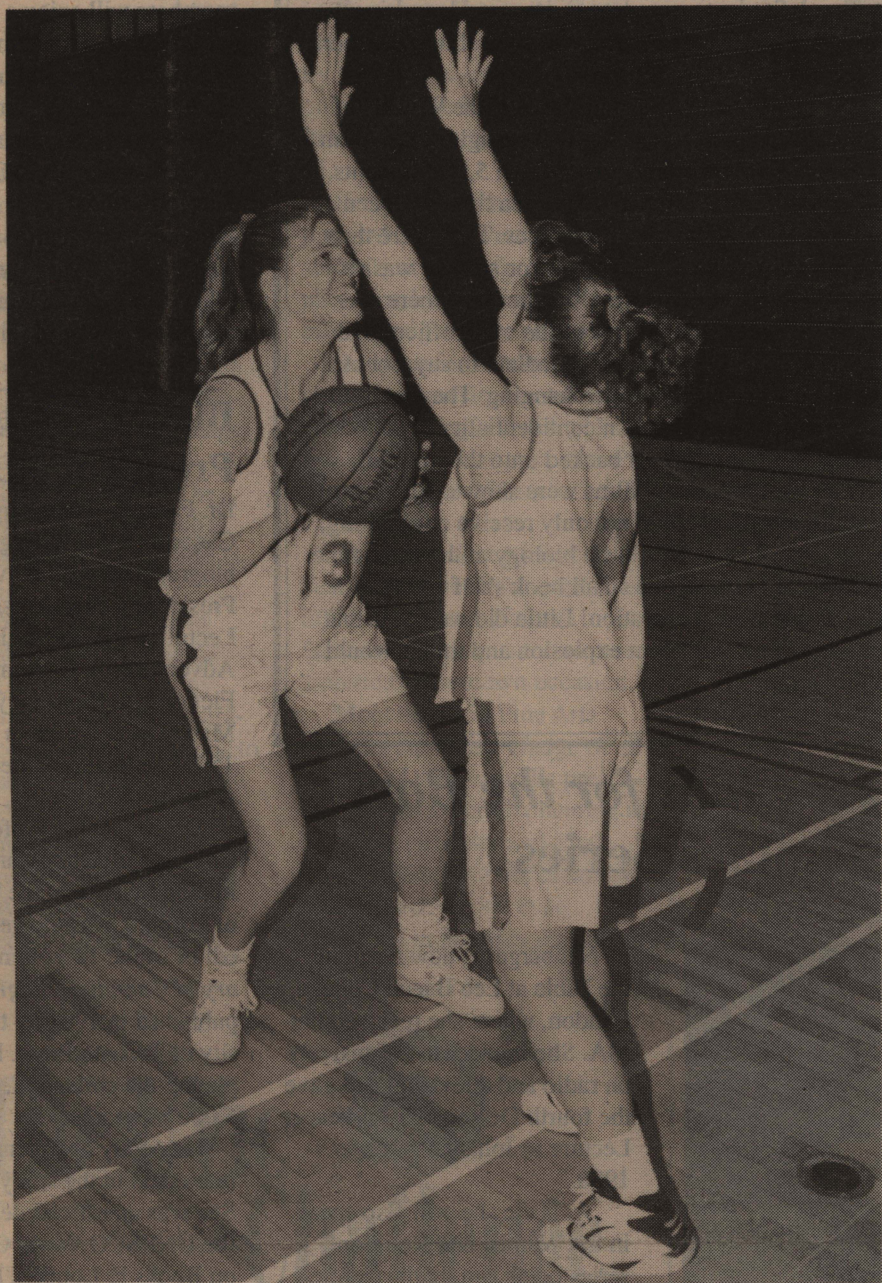




Looks can be deceiving. 6 foot 5 inch Cheri Birtwistle, left, a third year centre with the Vikes women's basketball team appears to be thwarted by 5 foot 5 inch third year guard Chris Van Aert. Both Vikes, and the rest of their teammates, proved to be giant killers again this year after completing their second perfect regular season in as many years.

Don Pierce photo

Vikes to defend national basketball title at McKinnon

The UVic Vikes women's basketball team will be competing for their second consecutive national title at this year's Canadian Interuniversity Athletic Union (CIAU) Championships March 12 to 14 at the McKinnon Gym. The Sports Network (TSN) will telecast the Sunday afternoon championship game live across Canada—the first nationwide live broadcast that the cable channel has devoted to a women's basketball final.

The Vikes, coached by 1992 CIAU Coach of the Year Kathy Shields, clinched the Canada West championship in February and repeated last year's feat of winning every one of their regular season games.

As CIAU hosts, the Vikes automatically earn a berth at the championships. The other western conference representative will be determined at the Canada West championships at McKinnon Gym March 5 and 6. Games will be played at 6 p.m. and 8 p.m. both days. Tickets are \$6 for adults, \$4 for non-UVic students, \$3 for children and \$2 for UVic students.

The eight teams from across-Canada that will be competing at

McKinnon for the CIAU title arrive in Victoria on March 10. They'll stay at The Empress Hotel which is also the site of the March 11 pre-championship media conference and banquet.

The competition begins on March 12 with games scheduled for 1 p.m., 3 p.m., 6 p.m. and 9 p.m. The Championships' Opening Ceremonies will be held in McKinnon at 8 p.m. featuring the Regimental Pipes and Drums of the Canadian Scottish Regiment (Princess Mary's). Lynda Strong, UVic's official host for the Championships, will open the competition, and the Tournament Co-chairs Luanne Krawetz and Reg Reid will join life-long Vikes fan and Honorary Tournament Chair Charlotte Yeaman in a ceremonial tip-off at approximately 8:30 p.m. The Vikes will play their first game of the competition following the opening ceremonies.

The games continue at 1 p.m., 3 p.m., 6 p.m. and 8 p.m. on March 13. Based on the results of the previous two days of competition, playoff games will be played at 9 a.m. and 11 a.m. on March 14. The championship game will be played at 2 p.m.

Tickets and tournament passes are available during office hours at the McKinnon reception desk. Early bird passes purchased before March 1 are \$28 for adults, \$20 for students, \$35 for a family pass of one adult and two children and \$50 for a family pass for two adults and three children aged six to 12 years old. After March 1, only \$32 adult passes are available.

Individual ticket prices are \$5 for adults and students at the March 12 and 13 morning and afternoon games. The March 12 and 13 evening games and the March 14 games are \$7 for adults and \$5 for students.

The teams will be competing for one of the oldest trophies in Canada—the Bronze Baby. The trophy dates back to 1922 when it was donated by the Students' Council of McGill University. The trophy's figure is a replica of a statue of an adolescent girl that was on the grounds of Dunfermline College of Physical Education in Scotland. In the past 13 years, the Vikes have claimed this trophy six times.

Deadline looms for Challenge jobs

University must compete for positions

UVic will have to compete head-on with all other Greater Victoria businesses, organizations and institutions for funding to employ students this summer. In a departure from past years, the federal government's Challenge '93 program has not dedicated a portion of its budget for university-based proposals.

"We'll be competing with businesses and other government agencies, not just with other UVic proposals," says Associate Director of Student and Ancillary Services David Clode. "Funding may be limited, so we're asking that departments submit no more than six positions each for Challenge '93 funding."

Clode reminds potential campus employers that, once again this year, there is no provincial summer employment funding and that it's likely there won't be any increase in the 81 positions funded by the federal government last summer.

"Because of the way the federal money is being supplied this year, the distribution of this summer's funding will be broader," adds Clode. "There's no guarantee that departments that were funded last

year will receive as many positions this summer."

Applications must be submitted to the Student and Ancillary Services office by March 5. Forms with Challenge '93 instructions and guidelines have already been circulated throughout the campus.

Only students who have been attending post-secondary institutions on a full-time basis this past academic year and intend to return to school in the fall of 1993 are eligible for Challenge '93 positions. Federal funding covers each position for \$4.25 an hour. Departments must be willing to top up the rate to at least the minimum wage requirement of \$6 an hour.

"However, we think projects paying less than \$8 an hour are unlikely to receive federal funding," says Clode. "If departments cannot top up the grant by \$3.75 an hour, we ask that they not apply to the program."

For further information about Challenge '93 call Student and Ancillary Services at 721-8023.

Students aid assault victim

The following has been submitted by Traffic and Security to provide information about an incident that took place in parking lot 1 during the early morning hours of January 31, 1993. Subsequent to the incident, Ken Marrison, Assistant Manager of Traffic and Security, met with senior residence advisors and members of the Women's Centre to answer their questions, and provide accurate information.

On Sunday, January 31, 1993, at approximately 4:00 a.m. Traffic and Security responded to a complaint of a woman screaming in parking lot 1. Upon attending the scene, patrol officers found three male students from residence who were assisting a woman dressed only in a shirt. The woman, who said she was a prostitute, stated she had been picked up by a man in the downtown area and had stopped in lot 1 where the couple engaged in a sexual act. An argument ensued and the woman complained that the man beat her up and fled in a car with her money and clothes. The Saanich Police

were called, attended the scene, and interviewed the woman. They later located the suspect off campus and questioned him. After completing their investigation, Saanich Police concluded their file with no charges being laid. The police advised Traffic and Security that their investigation concluded that both parties had consented to the sexual act and there was insufficient evidence to proceed with physical assault or theft charges. The woman and the male suspect are not connected with the University.

Award dinner tickets on sale soon

Tickets will be available March 3 for the University of Victoria Community Leadership Awards Dinner on April 3 in the University Centre. A Distinguished Alumni Award, from the UVic Alumni Association will be presented along with awards to an outstanding community member, a UVic faculty or staff member and a UVic student. There will be a tribute to UVic builder Richard "Dick" Wilson from past UVic Board of Governors Chair Ian Stewart who will make a special presentation to Wilson's widow, Elizabeth Wilson. For further information, or

to reserve tickets, which are \$25, contact Helen Kempster, Manager of Ceremonies, at 721-7632 or Patty Pitts, Information Officer, at 721-7656.

Inside

The first Report on Harassment at UVic has been published by the Equity Office. The story and a questionnaire regarding harassment are on pages 4 and 5.

Remember When...

Counselling Services served up tea in crowded quarters

By DR. BOB WILLIHNGANZ, MANAGER, COUNSELLING SERVICES

The roots of what is now Counselling Services began in 1946 with Dr. William Gaddes. Bill was the only psychology professor on campus and he was paid an extra \$100 a year to provide vocational testing and counselling to the returning veterans. He has a master's degree at the time and became so fascinated by the work that when he went on to get his PhD, he did his dissertation on the subject of vocational counselling. While he was getting his degree, Grant McOrmaon did the counselling.

Bill returned in 1950, and he and Grant continued until 1955 when Dr. Beattie McLean, who was hired to teach German, became the first official Director of the Counselling Service. The vocational testing and counselling continued until 1961 when Dr. Esme Foord became the Director and conducted the first survey of counselling needs. It was Esme who started the Reading and Study Skills program at UVic that blossomed under Ray Martin.

At the same time, all first year students were assigned faculty members to advise them and, each summer, several faculty members did course planning out of the Counselling Service. In addition, the Counselling staff did aptitude testing and career counselling out in the secondary grade 12 classes.

The pace was picking up. By now there were 1,741 students on campus. The advising activities had become so time-consuming that course advising moved out of the Counselling Service and the Arts and Science Advising Centre was established in 1972. Much more traditional personal and career counselling was being done, but there was still time for tea twice a day. Very civilized.

The next major change came in 1972 when Dr. Ace Beach left Dalhousie to become Director. Ace fostered many changes. The centre now offered group counselling in such areas as assertion, stress, self-confidence and communication skills. Because this was still the "Age of Aquarius," there was even a number of "growth" groups being offered. Students were less serious and less driven. The word "self-actualized" came up often in counselling, but there was a serious side too.

Ace chaired the first President's Committee on the Welfare of Students. This produced a report that had wide-ranging impact on student life. By now UVic's enrolment was about 5,000 students. This was in 1974, when I first came to UVic. Tea time had been dropped, and I particularly remember the offices. They were then in the Clearihue Building. One of the counsellor's office was so small that he couldn't do couples counselling because there was only room for him and one student. Two of the other offices had glass walls that fronted the hallways and, needless to say, counselling couldn't be done when classes were changing. The rest of the time we had to speak softly to maintain confidentiality.

Ace had the most unique office. It backed onto the room in Clearihue where all the educational films were shown. Because of the paper-thin walls, a student could not only receive counselling, but could pick up a bit of French or basic biology at the same time. The Career Library consisted of one small book shelf and two shallow drawers. It was a cosy operation! Little did we know that we were on the edge of an enrolment explosion and things would soon never be the same.

Prize promises year of fitness

Dr. Stanton Fuller (Geography) was the winner of the major draw prize at the staff and faculty reception held last month at the UVic Gordon Head Complex. Fuller and his family members will enjoy a full year membership at both the McKinnon and Gordon Head Complex facilities. Other winners of prizes donated by the UVic Bookstore and Centaur Athletics were David Hazenboom, Maurice Lamb, Nana Austin, Jim Hays, Kathryn Oliphant, Russ Graham, Heather Seymour and Greg Gidman.

Biographer to give President's Lecture

Dr. Frances Halpenny, one of Canada's most distinguished biographers, will deliver the next President's Distinguished Lecture, "Playing with Time: Adventures in Contemporary Fiction and Biography," on March 10 at 8 p.m. in Begbie 159. The lecture is free and open to the public.

Dr. Halpenny, Professor Emeritus of Library and Information Science at the University of Toronto, was the general editor of the 12-volume *Dictionary of Canadian Biography*, published in 1991 by the University of Toronto Press. In completing the collection, she edited 6,000 biographies.

Halpenny has spent her life immersed in the study of books. She was an official delegate to the UNESCO World Congress on Books in London, England in 1982 and was the 1983 recipient of the \$50,000 Molson Prize for contribution to arts, humanities and social sciences awarded by the Canada Council and Social Sciences and Humanities Research Council.

Halpenny has consulted on scholarly publishing and diverse editorial projects and continues to research the curriculum development of fiction and biography.

Rabbi will speak on Professional ethics: Clubs for the Boys or Values for the Public? in Women Scholars Series

Rabbi Julia Neuberger, Britain's first woman rabbi, will be a speaker in the Women Scholars Series at UVic where she will address the topic *Professional Ethics: Clubs for the Boys or Values for the Public?*

The free, public lecture will be on March 4 at 8 p.m. in Begbie 159.

Ordained in 1977, Rabbi Neuberger is a distinguished author, teacher, and radio/television broadcaster. She has published seven books on many topics, including ethical problems facing contemporary medicine, and questions about euthanasia, AIDS, reproductive technologies, and the ethics of professional groups.

She has also written about the lives of Jewish women, the history and theoretical future of the women's movement, disarmament, freedom of information and privatisation.



Rabbi Neuberger

Neuberger is now teaching the Bible at Leo Baeck College, London, where she received her MA. She broadcasts extensively on radio and television and gave the fourth Desmond Tutu Peace Lecture in Johannesburg, in 1988.

At UVic she will also speak in the Women and Religion series being run by the Centre for Studies in Religion and Society and University Extension. Her topic for the series will be Women in Judaism, to be delivered at 2 p.m. on March 7 in Begbie 159.

Neuberger is married with two children.

New counsellor provides link to schools

Grad sets up program to bring high school students to campus

A number of UVic students are being shadowed, but the surveillance is strictly voluntary. The students in question are peer helpers who agree to be shadowed for a day by a local high school student looking for insight into campus life. The program is administered by Marilyn McCrimmon, who is on an eight-month secondment to

Counselling Services from the Greater Victoria School District.

"It takes away the fear many high students feel about the University," says McCrimmon. "The students see UVic as a huge place."

McCrimmon first came to UVic from Camosun College to earn her BSc in psychology before completing her master's in counselling through Psychological Foundations. She's been a counsellor at Spectrum Community School and was working at Esquimalt Secondary when she learned about the secondment opportunity at UVic.

"I'm always interested in a new challenge," she explains. "Besides, I'm a UVic grad and I always had a good feeling about this University."

The shadowing program is so popular among high school students that they outnumbered the available UVic peer helpers. More volunteers had to be recruited and the remainder of

the 180 high school students who signed up for the program visited the campus last month (January).

Most of McCrimmon's time on campus is spent providing counselling for students. In September she visited area high schools with UVic's liaison team from Admissions and peer helper Maggie Smith to inform Grade 12 students about the post-secondary opportunities available at UVic. In the spring, she and a group of first year students will return to the students' former high schools to provide more specific information to the same audience about the student support services available on campus.

"My mandate is to be liaison between UVic and the community," says McCrimmon who, this month, will co-ordinate a meeting in Victoria for area secondary student parents who have questions of the admission teams from UVic, UBC, SFU and Camosun College.

Quote

"If you want to teach kids something about everyday life, stay on earth."

— Francis Slakey, science policy administrator for the American Physical Society, arguing against the

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Chopper invades campus

It isn't war games

On Sunday, February 28, from 8:00 a.m. to 5:00 p.m., a large helicopter will be used to move four Centennial Stadium light poles to the new Warm-Up Track. This work is related to the construction of the new Commonwealth Games track facilities on campus.

During the period the helicopter is in use, access to the tennis courts, all playing fields, the Warm-Up Track and infield, Centennial Stadium, and the artificial turf grass hockey field will be restricted to the authorized contractor.

Should there be inclement weather, the helicopter work will be rescheduled for March 6 or 7, 1993.

Fine Arts Students head downtown for annual festival

Once again, the student-run UVic Fine Arts Festival will be staged in the heart of downtown over a two-week period. *Articulations*, the 11th annual arts Festival held for the community by UVic students, opens March 10 and runs to March 24 in the Woolworth building at 1212 Douglas.

The old Woolworth building is currently being renovated to accommodate new tenants, but before they move in it is being transformed into a 5,000 square foot gallery and performance space by Fine Arts students. The Festival will also have a campus venue at the Phoenix Building where theatre students will stage productions.

The Gala Opening will be March 10 at 8 p.m. The entire Festival is free and everyone is welcome.

Gala Night performances include music from "Quartetto A Piscere"; performance art by Wendy Hargreaves; demonstrations of computer applications to the fine arts; readings from Creative Writing, a computer piano composition; dramatic monologues by Erin Malin and Brooke Wiesler, and jazz performed by Clockwork.

At the Phoenix Theatres, on March 10, the original opera *Murder Hope of Womankind* will be performed in the MacIntyre Studio, from 12:15 p.m. to 1:30 p.m.

Corresponding to the Festival, an exhibition of photographs by Visual Arts students will be on view at the Rogue Gallery in Market Square from March 5 to 21.

Every day from 11 a.m. to 5 p.m. exhibits by visual arts students of painting, sculpture, photography, drawing and printmaking will be on view.

Daily performances by students of music, theatre and creative writing will be held from Noon to 1:30 p.m. and on the evenings of March 5, 7, 10, 12, and 13.

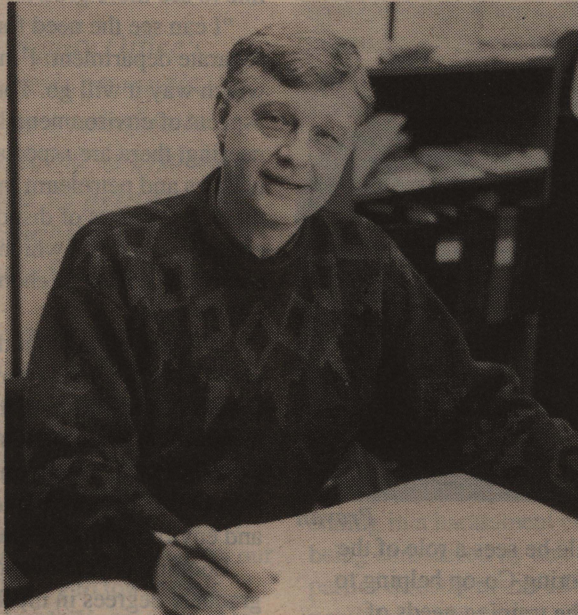
The Festival expanded last year from a weekend event held in the Music and Theatre facilities on campus to the more ambitious downtown occasion.

More than 150 Fine Arts students are taking charge of all aspects of the Festival's presentation from program planning to graphics, publicity and fund raising. Watch for the complete schedules of events to be published in *Monday* magazine.



The "Quintessence" Brass Quintet will play On March 10 at the Gala opening of *Articulations* and again on Kids Day on March 14.

SUB expansion, labour negotiations, on agenda for new student administrator



Donna Danylchuk photo

Redecopp, with SUB schematic drawings, on 'steep learning curve'.

BY DONNA DANYLCHUK

After working for eight and one-half years as the business administrator for the Art Gallery of Great Victoria, Morris Redecopp decided it was time for a change. Now in the position of administrative co-ordinator for the UVic Students' Society, his new job is proving even more challenging than he had anticipated.

"It's an incredibly complex job. It's a great deal more than I had first thought. It has a steep learning curve and I am still very much learning and finding my way," Redecopp acknowledged, smiling, in an interview in his office upstairs in the Student Union Building.

In the position where he succeeds Brian Webster—who has taken a contract position with the provincial Health Ministry—Redecopp reports to the personnel committee of the UVSS. "It was working with students that attracted me to the job," he says.

A native of Victoria for over 35 years, Redecopp was a student at UVic from 1967–72. "Bob McQueen [recently-retired V-P Finance] taught me my first accounting course," he says.

It is an aspect of Redecopp's job to provide an element of stability while working with student governments which change each year.

Because of the Commonwealth Games coming to Victoria in August 1994 and the Student Union Building

being located within the Athletes Village, the pace of Redecopp's job has been particularly intense since he began work on Dec. 7. On his second day at work he attended the first meeting with Campus Planning and the architects at which schematic drawings of the SUB expansion were presented.

"It's really going to be a tough project to complete on time. We're going to double the size of the SUB complex before the Games begin. In fact, it appears as though the Commonwealth Games will occupy the new building before we do because construction may not be finished until just days before our facility is required by them. Immediately after the Games the older part of the complex will be completely renovated."

Tenders for the construction of the new part of the building will be called in May of this year. By June 1, 1994, the VCGS wants shared occupancy of the SUB and by July 26 they want exclusive occupancy for the Games. Meeting these deadlines is critically important, says Redecopp. "The UVSS' and the University's reputation and credibility are at stake here. SUB expansion is important to the success of the Games. Fortunately we have people like Gerry Robson, Don Lovell and Betsy Moyer of Campus Planning to assist us."

The expanded SUB, which will cost millions, will be a single storey structure extending from the existing building along

Ring Road towards the Commons Block. Some of the new services planned for the SUB include a quiet pub-type lounge, a large nightclub, several ethnic food outlets, a computer lab, a bicycle repair shop, a convenience store and a bakery. Many of the existing services will be expanded and modernized.

Formal and informal meeting rooms and quiet study spaces will abound throughout the complex. Dedicated offices and workspaces for clubs, course unions and constituent groups are also planned.

Working with the UVSS and keeping students' concerns in sight while their building is expanded on a tight construction schedule is the first challenge for Redecopp. But he is also looking ahead to when the Games are finished and the building is returned to the students. "The many new student services will require close scrutiny in the beginning to ensure that they operate in the best interests of our members," he states.

Another of Redecopp's upcoming responsibilities is to serve on the UVSS negotiating team while it renews its contract with the United Steelworkers of America. The contract is up in April and includes most of the full-time and student employees working in the SUB.

The future of the UVSS Day Care is another of Redecopp's concerns. He is working with the Day Care Management Board and the Board of the UVSS to ensure that any change to the Day Care does not adversely affect the quality, accessibility or the affordability of the existing service which has been student-owned for 23 years.

"I've really got my hands full here," muses the students' new administrative co-ordinator as he considers the timing of his return to campus and the changes and pressures ahead.

His assessment? "I think it's going to be great to work with these people, with their energy, their principles, their passion and their intelligence," says this graduate of 1972 who has returned to put his business acumen to work for the student body.

The UVic Challenge

Fine arts and fundraising mix at Campaign kick-off

BY PATTY PITTS

The UVic Challenge goes downtown March 10 when campaign organizers and volunteers kick off the Campaign's community phase in the midst of the Fine Arts Downtown festival at 1212 Douglas Street. (See story above.)

"We want to take advantage of the high community profile offered by Fine Arts Downtown to draw attention to this important phase of The UVic Challenge," says Allan Berezny of the Campaign Office. "We also want to draw attention to the important role that the University has played, and continues to play, in the Greater Victoria community."

With nearly 3,100 employees, UVic is the fifth-largest employer in Victoria. University and student spending accounted for \$176 million in the community in 1990/91.

The kick-off of the Community Phase of the Campaign will be held at 7 p.m. against a backdrop of performances and presentations by UVic's fine arts students.

"We're almost three-quarters of the way towards our \$25 million goal," says National Campaign Chair Donna Thomas, explaining the timing of taking The UVic Challenge downtown. "I think it's a great idea to launch the Community Phase at the Fine Arts Festival. The best way to get the message out about UVic is to go into the community and tell people about all the wonderful things that are happening on campus."

Members of the community have agreed to serve as Division Chairs and seek support for The UVic Challenge from various local companies, organizations, professional groups and individuals. The Bank of Montréal Vice-President, Vancouver Island, Jay Fray, heads the local corporation division, Mike Kynaston and realtor Suzanne Hansen co-chair the non-profit organizations division, lawyer and UVic Board of Governors member Ron Lou-Poy is chairing the professionals division and Dr. Arne Lane is chairing the individuals division.

The Community Phase of The UVic Challenge continues until the end of April.

Meet the deans

New Engineering Dean in office



Provan

BY KEN FARIS

UVic's new Dean of Engineering, Dr. James Provan, says it was a difficult decision to leave McGill University after spending 23 years there, but now that he's here he's impressed with what he sees and is very happy.

"I would probably not have applied for a deanship anywhere else but the University of Victoria," says the former Associate Dean of Engineering at McGill, who took up his faculty position at UVic on Jan. 4. "I was happy at McGill, happy with my research, and happy with Montréal. But the dynamism, the potential for growth in the University here—those are what attracted me. I'm really looking forward to the tremendous challenges that await me," Provan says in his new corner office in the Engineering Office Wing.

Provan says that after he was offered the Dean of Engineering position at UVic he received several notes and messages of congratulations from his colleagues. "Most of them said, 'You're going to the most dynamic and attractive faculty in the whole of the country.'"

The new Dean says he's a fan of the Co-op Education system, having been a graduate of a Co-op program at the University of Strathclyde in his native Scotland.

"I started, at McGill, a competitor to Co-op, called an Internship, in which students work for 16 continuous months prior to graduation," says Provan. "I'm committed to experiential learning, and so I'm committed to the Co-op Program."

While he sees a role of the Engineering Co-op helping to fulfill the training needs of industry and students in the program, Provan envisions exciting possibilities for research and development collaboration with industry at the faculty and graduate student levels as being added advantages.

"You've got all kinds of examples now where students and faculty are interacting with high-tech companies in the telecommunications, electronics and marine fields. The possibilities in these areas are, in my view, very exciting."

While he was at McGill, beginning as a research associate and working his way up to Associate Dean of Engineering, Provan established many professional ties in the aerospace and aviation industries, where he was a consultant in his research specialty—stress, fracture and fatigue analysis of metals and composites, and assessing the reliability of engineering components. He provided his services to companies such as Spar Aerospace, Paramax, Bell Helicopter, General Motors, United Technologies, Bombardier, Dominion Engineering, Textron, Pratt & Whitney, Canadian International Paper, the St. Lawrence Seaway Authority and VIA Rail—most of which have head offices or research facilities within an hour's drive of McGill.

Provan says that while he is sorry to sever his ties with those companies in the East, he is delighted to find a possible alternative here: a proliferation of smaller high-tech companies.

"The infrastructure of small,

dynamic companies here is not unattractive," he says. "I'll be trying, the best I can, to help build that up through the interaction of the University with local industry."

He also wants to investigate UVic's Centre for Earth and Ocean Research, and is interested in the role of the Innovation and Development Corporation. "These are the alternatives—and they're very nice alternatives—to the aerospace work I've been involved in."

As for the three departments that make up the Faculty of Engineering, Provan says he is pleased for now, but he would like to see more growth.

"I can see the need for a separate department; I'm not sure which way it will go. There are aspects of environmental engineering, there are aspects of the plastics and petroleum industry, there are aspects of disposal engineering, all of which are somehow related to chemical engineering."

"I'm not saying that this is going to be my major push, but, if given an opportunity and if it is agreeable my colleagues, I wouldn't mind seeing an extension of this Faculty into chemical and environmental engineering."

Looking back, beyond his graduate degrees in mechanical engineering from the University of Colorado, Provan traces his interest in engineering back to one teacher: "My maths teacher in high school."

"Strachen was his name—a real educator. I actually got my introduction to differential calculus and integration in that class in high school. He was just a superb teacher and, since I thoroughly enjoyed mathematics, physics, woodwork and metalwork, engineering was a total natural for me."

Until this summer, Provan will be living in his new home in Victoria with his 19-year-old daughter, who was keen to move to the West Coast, having finished CEJEP, the Quebec equivalent of grade 13, shortly before Christmas. Still in Montréal are Provan's wife, Barbara, and two sons, ages 17 and 11, who will be moving to Victoria in June after the school year ends.

"They are all looking forward to coming to Victoria," says Provan. "They all agreed that moving the family here was a good idea."

Reaching a collective agreement on issues of importance to the Faculty of Engineering with faculty members is as important to Provan as is coming to a consensus with the members of his family on matters which affect them. "I'm a firm believer in the collegial system," he says. "Whatever decisions that need to be made affecting the Faculty, there's got to be a general agreement throughout the Faculty on the best course of action to take."

Dear University of Victoria Colleagues:

I am writing to you as Chair of the Equal Rights and Opportunities Committee. The Committee, which consists of faculty, staff, and student representatives, has a broad mandate to consider issues relating to equality and discrimination. This year it is reviewing the operation of the Harassment Policy and Procedures. We need input in order to do this effectively.

We are very interested in hearing about your experiences with the Policy. Have you had occasion to refer to or use the Policy? If so, what are the aspects of it that worked well? What are aspects or features that in your view impede its effectiveness? Do you have suggestions about how either the Policy or the procedures it puts in place could be made more accessible to the University community? Do you have suggestions about how either the Policy or the procedures it puts in place can work more effectively to address individual cases of harassment or to address the general issue of harassment on campus? Are there particular kinds of harassment, for example racial, sexual, or homophobic harassment, that in your view raise specific issues concerning the accessibility and effectiveness of the Policy?

Copies of the Policy may be obtained from the Equity Issues Office at Sedgewick B128. Please direct your replies and comments to me at the Law Faculty. Unless told otherwise, I shall treat all responses as confidential, and will circulate responses only to members of the Committee. Please indicate if you wish further measures to be taken regarding confidentiality.

If you would like myself and other members of the Committee to set up a meeting to discuss the policy with you or a group of your colleagues, or if you would like to speak directly to myself or the Committee regarding the operation of the Policy, please call me at 721-8164.

Thank you for your time and consideration.

Sincerely yours,
Hester Lessard
Chair, E.R.O. Committee

HARASSMENT QUESTIONNAIRE

Are you aware that UVic has a Harassment Policy which addresses harassment based on sex, race, religion, and sexual orientation, as well as a number of other grounds?

_____ Yes _____ No

-If yes, how did you find out about it?

-Did you know that sexist language could be considered harassment?

_____ Yes _____ No

-How many harassment cases do you think were reported at UVic last year?

_____ 50 _____ 100
_____ 200

-Have you ever had occasion to refer to the Policy?

_____ Yes _____ No

-Have students, faculty, or staff ever talked to you about a harassment situation?

_____ Yes _____ No

-If yes, what was the outcome?

-Harassment can range from verbally abusive behaviour to physical assaults. Have you ever experienced anything that could be considered harassment under the Policy during your time at UVic? If yes, what action did you take?

-Harassment can also be defined as the creation of a hostile working environment. Have you ever experienced anything that could be considered harassment in this regard during your time at UVic?

PLEASE SUBMIT QUESTIONNAIRES TO PROF. HESTER LESSARD, CHAIR, EQUAL RIGHTS AND OPPORTUNITIES COMMITTEE, FACULTY OF LAW, UVIC.

First Harassment report published

Racial harassment is a growing concern at UVic

By DONNA DANYLCHUK

In November 1992, the first annual Report to the President on Harassment was submitted to UVic President David Strong by the UVic Office of Equity Issues. The Report is available to the University public. Straightforward and informative, the 31-page report presents discussions of the work of the Equity Office and a picture of the kinds of harassment the Office is working to prevent.

The Annual Report covers a 12-month period from September 1991 until September 1992. The purpose of the Report is to identify, through statistical reporting, the nature of the work of the Equity Issues Office in dealing with the complex and sensitive issues of harassment.

There were a total of 218 complaints—103 concerning sexual harassment's and 115 concerning general harassment's including racism.

The Equity Office's emphasis on mediation as a solution to complaints is evident in that 98 per cent of all complaints were handled informally. The individualistic nature of each complaint has demanded a wide range of time—from 10 hours up to 110 hours each to resolve.

Overall, there has been a significant increase in the volume of complaints—a 500-per-cent increase since 1990-91. "This increase," says the Report, "highlights the need for a comprehensive, co-ordinated effort by a variety of groups from the University community."

"There has been an increase in the number of complaints this year," states Sheila Devine, Director of Equity Issues and Assistant to the President. "On the one hand the increase may not necessarily be a negative thing. Our office is becoming more established, and the increase in complaints is an indication that people have some confidence that they have a place to go. People are more aware now about harassment. On the other hand, reported incidents of harassment, if true, depict an unacceptable hostile environment."

Devine works with Prof. Barbara Whittington (Social Work) and Magee Miller, newly appointed harassment policy advisor. Whittington has been UVic's harassment policy advisor since 1985, fulfilling the duties of associate professor with some time release for her advisory work. Devine came to UVic as Director of Equity Issues and Assistant to the President in September, 1991 from the University of Calgary. She has legal training and has served as assistant legal council to Memorial University, Newfoundland. Devine and Miller were present at an interview following the publication of the Annual Report.

"Mainly we are policy advisors, not advocates. We are

seeking an environment where people are treated with respect," emphasizes Devine, underlining the statement in the Report's introduction that "The University of Victoria is committed to providing an environment which affirms and promotes the dignity of human beings of diverse backgrounds and needs."

She points out that the Report is being distributed on campus in keeping with the requirement of the University's Harassment Policy and Procedures, which provides that "the Equity Issues Office will keep records of harassment and sexual harassment complaints, and will submit an annual report to the President. This report will be publicized throughout the University community, while maintaining confidentiality where required by the policy."

Devine and Miller spoke about the growing concern regarding racist incidents on campus. "It is difficult for people subjected to racial harassment to come forward, particularly if they are a visitor to the country," notes Miller.

Noting the "disturbing increase in complaints related to racial harassment," the Report says, "Some of these complaints have been difficult to investigate, because they have been anonymous (for example, graffiti). The impact, however, is personal. The University may need to consider a race relations committee or consultant to examine this problem before it grows, as we have seen happen on some other campuses."

The data in the Report reveals that

- in sexual harassment, 87 per cent of the complainants were female and 13 per cent were male, while 90 per cent of the respondents were male and 10 per cent of the respondents were female.

- in general harassment, females account for 76 per cent of the complainants and 48 per cent of the respondents. Males account for 24 per cent of the complainants and 53 per cent of the respondents.

- over 40 per cent of the sexual harassment incidents involved sexual or sexist remarks, comments, jokes, innuendoes both in and outside of classes, as well as pressure for intimate contact.

- by far the most frequent incidents of general harassment (32 per cent) are verbal intimidation and abuse.

Devine and Miller explain that complaints coming to the Equity Office may be informal or formal, and complainants may request action or request that action not be taken. Miller and

Whittington work with the informal complaint process, sometimes through mediation, while Devine facilitates the formal process. The process has many potential outcomes—everything from complete exoneration of a respondent to a dismissal.

States Devine, "In some cases no mediation is possible; only a formal review will enable the issues to be discussed. In hearings we apply the rule of fairness and ensure the parties are heard by an impartial hearing panel. There is an obligation to hear fully from both sides."

Notes Miller, "The complainant remains in control of the process and can withdraw any

The Equity Office's emphasis on mediation as a solution to complaints is evident in that 98 per cent of all complaints were handled informally.

time. We don't talk to anyone if the complainant doesn't want us to. There are many different kinds of people and complaints. Some just want to talk, to sort out and air their feelings."

"Respondents are generally not happy when contacted by our Office. We try to lower their anxiety level. We try to meet in some mutually acceptable place. Both complainants and respondents are often concerned about confidentiality. We attempt to make the process less adversarial."

The Report concluded with a series of recommendations:

1. In the fall of 1992 there were five cases which had the potential to go to a formal hearing. This would suggest a trend towards an increased use of the formal procedure. If this trend continues, there will be a need for the development of an education training program for members of the Hearing Panels that deal with formal cases.

2. The significant increase in the volume of complaints (500 per cent since 1990-91) and the type of complaint has illuminated some disturbing trends of verbal abuse and hostility. Education from the Equity Issues Office may be one approach to dealing with this trend; however, other initiatives such as a Student Code of Conduct and supervisory training are crucial. The Equity Issues Office will work together with the staff associations, the unions, the Department of Human Resources and the Department of Student and Ancillary Services to develop a comprehensive and co-ordinated approach.

3. Many of the 1991-92 educa-

tional programs have been directed to senior administration; deans, chairs, directors and to the support staff. The focus in 1993 will shift to work with the faculty and students together with their respective associations.

4. The University may need to consider a race relations committee or consultant to examine this problem before it grows, as has happened on some other campuses.

5. From data collected, it is evident that sexist and sexually offensive conduct inside and outside of the classrooms form the majority of the alleged harassment incidents. These are predominantly allegations of men harassing women, in classroom and work environments, where women and the work that they do is ridiculed, objectified and demeaned. The Equity Office alone cannot address this situation, nor should it be expected to.

6. The development of the recent policy, *Guidelines on Conflict of Interest in Student-Faculty Relationships*, appears helpful in preventing troublesome situations from becoming more problematic and sometimes ending in a harassment complaint being considered by one of the parties directly involved in the possible conflict or by a third party who felt wronged.

7. Goals for the upcoming year include the development of an educational package on both general harassment and sexual harassment that could be distributed widely and perhaps be more readable than the *Policy and Procedures pamphlet*. Such material is seen as a supplement to the current *Harassment Policy and Procedures*.

8. In 1993, the Equal Rights and Opportunities Committee and the University community will evaluate the present policy and submit recommendations to the President. The Committee will solicit feedback from the University community regarding the *Harassment Policy and Procedures*.

For more information

Further details on the work of the Equity Office, including educational initiatives undertaken over the past year, and the nature of the complaints received, are in the *Annual Report to the President on Harassment*, available from the Equity Office in Room B128 Sedgewick Building. The University's first comprehensive *Harassment Policy and Procedures*, approved in April, 1991 and published in the May 6, 1991 *Ring*, is also available.

Native church leader to speak on Aboriginal and Christian dilemma

By PATTY PITTS

Throughout his life, Reverend Stan McKay has had to reconcile his Cree ancestry with his deep desire to serve in a Christian church whose presence was a mixed blessing in Canada's Aboriginal communities.

Elected last year as the first Aboriginal moderator of the United Church of Canada, McKay is now in a position to address the concerns that affected him and all other natives within the Church. He'll discuss his life-long dilemma in a lecture, "After 500 Years is it Possible to be Aboriginal and Christian?" at 12 noon on March 3 at the Cinecenta, as part of the University of Victoria Students' Society Subculture series co-sponsored by UVic's Interfaith Chaplaincy and Native Students Union. Representatives of Vancouver Island's Nuu-Chah-Nulth, Kwagwiltz and Coast Salish people will welcome McKay to their ancestral home in a traditional ceremony.

McKay was a reluctant candidate for the post of moderator because of his dislike of the church election process. Yet, he thought it was appropriate to run in 1992 because of the increased focus on native rights as part of that year's constitutional debates and the growing awareness that the 500th anniversary of the arrival of Columbus in the Americas marked the beginning of centuries of injustice for native people.

The 50-year-old McKay grew up on the isolated Fisher River Indian Reserve 200 kilometres north of Winnipeg. He didn't have to attend residential school until junior high, but McKay still remembers the culture shock of leaving his home as a 13-year-old to attend a school 300 miles away where integration was an assumed goal and teachers spoke to their students only in English.

McKay taught in Norway House, Manitoba for two years before he decided to go on to university and into the ministry. He describes his religious training as a mixed experience where courses, taught in an urban centre, were detached from the real issues in the Aboriginal community.

His first ministry was at Norway House and, for the first time, McKay began to question the lack of recognition given by the church to Aboriginal traditions. He became a leader in the formation of the All Native Circle Conference and is a director of the Dr. Jessie Saulteaux Centre in Beausejour, Manitoba, where Aboriginal people are trained for ministry.

Distance ed program at the crest of the wave

Outlying communities become an experimental classroom for the Northern Interior Masters Program

BY KEN FARIS

Some of UVic's finest educational services are being offered well beyond the confines of the University campus through an experimental and innovative Master's program in Educational Administration, co-delivered through the Faculty of Education and Education Extension, Division of University Extension.

Now into its second year, the Northern Interior Masters Program (NIMP)—with students affectionately named 'NIMPs' by the program's founders, Drs. Peter Murphy and Mary Nixon (Communication and Social Foundations)—has proved more successful than either the instructors or the 41 participating students could have predicted at its outset.

NIMP students are linked to teachers and each other through fax machines, phones, computer modems and Canada Post over an area larger than Western Europe, from Baffin Island to Medicine Hat to Nanaimo.

Murphy first proposed a similar program in 1980, but academic and political support for the idea was lacking until a decade later. On July 3, 1991, the Northern Interior Masters Program was launched to satisfy some of the professional development needs of rural professionals in northern British Columbia, the Yukon and the Northwest Territories. A small group of 34 rural educators, residing in communities scattered throughout this region, volunteered to participate in the experiment.

In person, Murphy's enthusiasm for the pilot program is infectious. Speaking over coffee at a table in the Sweet Greens cafeteria, surrounded by Nixon, Leslie Kennedy, an Education Extension secretary devoted to the NIMP, and Gus Agostinis, the Education Extension administrator charged with keeping tabs of the financial side of NIMP, Murphy is boisterous and animated in explaining the NIMP program to the uninitiated.

The Northern Interior Masters Program is a two-year program consisting of on-campus and off-campus components. The students, whose average age is 38, first gathered at the UVic campus for the summer of 1991 to begin their coursework.

"None of these people knew each other, but they banded together," says Murphy. "We started calling them 'NIMPs,' and we came up with the NIMP Award and one of the students—a fellow who played cricket with a dress on—got the Fluffy Award. It all sounds very silly but it's these things that students remember and it brings them closer together. It's all part of the comradeship and spirit."

Another reason for the success of the program, from the very beginning, is the personal

service that students receive—even when they are in their home communities miles away from the campus. Murphy and Nixon give a great deal of credit for this to Kennedy, who answers the phone when the students call in with questions or concerns.

"Leslie's personality helps the students to feel better," says Nixon. "If they call feeling ruffled, she calms them right down before we get on the phone with them."

Murphy explains that Kennedy has also helped to develop a computerized database and a flow of print information and correspondence to the students, none of whom she has ever met, she says.

During that first summer, Murphy and Nixon arranged to bring in some of the foremost educators from around the world to teach the students the course material. As the students are required to conduct a major research project in their home communities during the program, one of the courses that needed to be taught was research methodology.

"I cast out my net and brought in a man from Scotland and two other Brits, who are all top in our discipline," says Murphy. "When they got here they said, 'What do you want us to do?' and I said, 'In three weeks, I want you to show these students how to do research and develop a proposal.' They said, 'That's not easy,' and I said, 'I know, but you're supposed to be the best.' And they did it. It was incredible."

The international component of NIMP extended beyond this initial on-campus contact and has become an integral part of the program. The initiative began with a professor from Oxford Polytechnic in Britain, Gary

NIMP students are linked to teachers and each other through fax machines, phones, computer modems and Canada Post over an area larger than Western Europe, from Baffin Island to Medicine Hat to Nanaimo.

Holmes, who was one of the summer session instructors. Speaking into an OLA speaker phone from his mother-in-law's house in Durham, England, Holmes' lecture was delivered via phone lines to 24 stations scattered throughout northern Canada, where NIMP students gathered around speaker phones in their home communities to receive the simultaneous transmission.

"In 45 minutes the man was amazing," recalls Murphy. "He covered all the material in the

book we had provided him and each student, and every student was spoken to. He somehow rolled off a question from each student into the next part of his material. He set the stage for us on that type of teaching."

The second overseas instructor was professor Len Watson, who had also taught courses to the students at UVic in the summer. Watson spoke to the students from his home in Sheffield, England.

"The unique thing about this was that I was in Brazil at the time," says Murphy. "I came in by telephone from Brazil, and the Brazilians I was with participated for about 20 minutes of Watson's hour-long lecture. It showed that we could share this, irrespective of where anyone was in the world. I see this as part of the University's role and responsibility."

The third instructor to teach from abroad was Dr. Alan Cohen, whom Murphy describes as "a top gun and a big writer in England." He also taught from Durham, England, on the OLA's telephone line, and the teaching net widened.

"Alan wanted the Finns to be involved," says Murphy. "So the Finns came in for about 20 minutes. What was significant about this is that we started to link people from many of the northern areas."

From this experiment,

"What we've described here, to the best of my knowledge, hasn't been done anywhere else—not in a graduate program, not with this much interaction."

Murphy and Nixon see a potential for an educational framework that is spread over many areas of the world. "This is not just education for British Columbia, it's for people in developing countries and Scandinavia, where we're seeing many common educational interests among Finland, Norway, Sweden and British Columbia," says Murphy.

Currently, the NIMP students are in their home communities where they're finishing off their major research assignments and taking a course on how schools and school districts function. As with previous courses, the instructors teach through an open telephone line, often on Sundays.

"After the lecture, there's a break of 15 minutes, when we leave the phones open and they talk to each other over the network about the dog and the cat and whatever they want to talk about," says Murphy. "Then we come back for a seminar."

Assignments are usually faxed by the students in their

communities to the UVic instructors, who mark the papers and fax or mail them back to the students. The two instructors regularly phone each student individually to talk about the assignments and to answer questions.

Another UVic service available to NIMP students is access to the University's library through INFOLINE. Murphy says students are ecstatic about this service, and he credits Sandy Slade, the librarian who coordinated INFOLINE, as well as his staff, for the success of the

"Some of these students are huddled around speaker phones in small groups at their local school and some are in their own homes, sitting in their kitchens."

service. By phoning a special INFOLINE number, students can order specific books or periodicals, or ask for literature searches from the library's CD-ROM system. Students generally receive materials within 48 hours, and are given the same borrowing privileges as students on campus.

To enrich the quality of the program and to give it a higher visibility, a mentor system was established, whereby every student must have a professional and community mentor. "The idea is that students can interact with somebody in their own community about the issues that we're talking about," says Murphy, adding that students have found these contacts very useful.

Another assignment requires students to do an organizational analysis of a local group other than an educational organization. "They'll analyze Alcoholics Anonymous or a local church or another community group, to see them in action and how they fit into the larger community," says Murphy.

For all of the coursework, special teaching materials tailored to the unique needs of the students have been developed and published at UVic. Working in co-operation with Wes Koczka of University Extension, Murphy and Nixon have put together books and assignments for each step of the courses taken off campus.

Last year, Nixon and Murphy traveled to visit the students in their homes. During a hectic three-day trip, the instructors visited students in Prince George, where many of the students were able to gather in a local restaurant to discuss their research projects, then on to Quesnel, Williams Lake, Fort St. John, Vanderhoof, Burns Lake,

Houston, Smithers, Hazelton and Terrace.

"UVic people hardly ever go to Fort St. John, normally, but we went," says Murphy. "The two students there were so happy and treated us so well. The point is, the students appreciated us going. They wanted us to have a meal in their homes, take pictures of us, meet their children, show us the rooms where they study."

Murphy's respect and admiration for all the people involved in delivering the program are evident. "Mary is the glue that keeps the whole thing together," he says. "Since the beginning she has kept the program and facilitators focused on the tasks required. Also, she brought her considerable computer knowledge with her."

In spite of all her contributions to the program, Nixon says that Agostinis "probably has the hardest job of all—keeping control of the finances." Agostinis admits that it has been difficult in the experimental program to predict costs, but financial costs will be just one area to consider in the pilot program's evaluation, which will take place later this year.

"We also need to examine the use of technological requirements associated with this type of blended delivery system," says Agostinis. "If the University is serious about this type of delivery, then we have to upgrade technologically. That takes a great deal of commitment to outreach and the technology associated with it."

Murphy is fully aware of the costs of experimental programs such as NIMP, but he feels that

"The Europeans base their programs and experiments on technology; we base ours on people."

UVic has a great opportunity to be at the forefront of distance education.

"We're experimenting with new innovations in communications, so we're talking here about Toffler's 'Third Wave' society and global education," he says. "What we've described here, to the best of my knowledge, hasn't been done anywhere else—not in a graduate program, not with this much interaction."

Yet advanced technology is just one aspect of a distance education program such as NIMP, says Murphy.

"The Europeans base their programs and experiments on technology; we base ours on people," he says. "When the technology breaks down and when everything's hopeless, it's that commitment to our people that will hold us up. You can't put a price on the public relations and goodwill and the reputation of the University that that buys."

Reduce
use
cycle
port

Pilot project
may save paper

If a new pilot project proves successful, UVic faculty and staff will soon be recycling even more paper. Buildings and Grounds are replacing most conventional waste paper baskets in Saunders and R Buildings with recycling baskets. Building and Grounds hopes that these additions to the office decor will encourage people to recycle who might otherwise avoid it if the alternative is taking their paper to a central collection area.

Housing, which has more than enough receptacles for its residence recycling program, owns the baskets being used for the pilot project. If the project is successful, Buildings and Grounds will gradually introduce the new baskets in other campus buildings.

Blue boxes accept more kinds of paper

Recycling office paper on campus is even easier now that new guidelines are in effect governing the kind of paper allowed in those blue boxes. The guidelines will be circulated for posting on recycling boxes shortly.

Here's a list of what can be recycled:

- Computer paper
- Photocopier paper
- NCR paper
- Bond paper
- Colored lined paper
- Letterhead paper/Bulletins
- Memos/Pamphlets
- Fax paper
- File folders/Index/Binder covers
- Envelopes (no windows)
- Paper with glue or tape
- Staples and paper clips do not have be removed from the above paper, but please do not crumple the paper before recycling it.

Leave the following material out of the paper recycling boxes:

- Carbon paper
- Photocopy paper wrappers
- Telephone books
- Newspapers
- "Slick" papers (waxed or coated)
- Paper towels
- Coffee cups
- Corrugated cardboard
- Window envelopes

Speakers Bureau contributes expertise

The following speakers addressed community groups and organizations during February.

FEB: Dr. Bruce Monkhouse, *High Risk Adolescents*, Cedar Hill Jr. Secondary Parent's Advisory Council; **Prof. Gerry Ferguson**, *Euthanasia*, Victoria Men's Newcomers Club; **Mr. Terry Wuester**, *Consumer Protection*, Kiwanis Club of Saanich; **Prof. Andrew Pirie**, *Negotiation*, Berwick House; **Ms. Kathryn Jardine**, *Decision Making*, Berwick House; **Prof. Donald Casswell**, *Medical Law*, Kiwanis Club of Saanich; **Prof. Lisa Philipps**, *Ways in Which Community Groups are Affected by Taxation Laws and Budgets*, Kiwanis Club of Saanich; **Dr. Rick Hudson**, *Mountaineering/Exploring and Climbing*, Shoreline Community School; **Dr. Margie Mayfield**, *Parents, Preschoolers & Reading*, School District #62, **Ms. Beverly Glover**, *A Naturalist at 3 Volcanic Sites*, School District #62; **Dr. Michaela Serra**, *Women & Careers in Science & Engineering*, Belmont Senior Secondary; **Dr. Sandy Briggs**, *The Rainbow & the Glory*, Fernwood Seniors Autumn Glow Society; **Dr. Robert McCue**, *Early Modern European History*, The Kensington; **Mr. John Newcomb**, *A Canadian Living in Peru*, Fernwood Community Centre; **Mr. Geoff Young**, *City of Victoria Local Issues: Solid Waste & Sewage*, Kiwanis of Victoria; **Dr. Orville Elliot**,

Malaya 1990: Just a Slide Show, Hart House Rest Home; **Prof. John McLaren**, *History of Racial Discrimination in B.C.*, New Dimensions Alternative School; **Dr. Bill Zuk**, *Life & Art of the Inuit*, Luther Court Society; **Dr. Robert Willihnganz**, *Stress*, Vancouver Island Regional Correction Centre; **Dr. Thomas Fleming**, *History of Schooling in B.C.*, Parkwood Retirement Residence; **Dr. Martin Hocking**, *Art & Science of Paper Making*, Frank Hobbs Elementary Science Club; **Ms. April Katz**, *Wills & Estates*, Cubbon Adult Day Care Centre, **Dr. Ian Cameron**, *Ungraded Primary Class*, Oak Bay Family Group; **Ms. Marilyn Kowalchuk**, *Developing a Competitive Workforce*,

Brentwood College School; **Dr. Robert McCue**, *Early Modern European History*, Cubbon Adult Day Care Centre; **Ms. Mary Jane McLachlan**, *Stress Management*, South Vancouver Island Family Planning Society; **Dr. Lauri Gilchrist**, *Unlearning Racism*, Canadian Centre for Management Development; **Dr. Bob Bell**, *Lifestyles & Aging*, Oak Bay Senior Kiwanis; **Dr. Carey F. Goulson**, *Two Months in China: At School, At Work, At Play*, Oak Bay Lodge; **Dr. Cary F. Goulson**, *As Others See Us (opinions of school children in the British Isles about Canada)*, Bayside Middle School; **Dr. Martin Hocking**, *Nepal: Trekking the Indo-Tibet Trade Route*, Fernwood Senior Autumn Glow Society.

Awareness of disability
helps dissolve barriers

Over 100 students currently attending UVic have physical disabilities that make acquiring a university education a special challenge. Disability Awareness Day, on March 11 from 10 a.m. to 3 p.m. in the University Centre foyer, will feature displays from over a dozen organizations that try to ease the difficulty of that challenge.

Groups like the Vancouver Island MS Society, Vancouver Island Head Injury Society, B.C. Paraplegic Association and South Vancouver Island Learning

Disabilities Association will be among those passing out material and showing videos or films.

On campus, the UVic Association for Students with Disabilities provides support, information and a chance for recreational and social opportunities for its members. Part of the association's mandate is to raise awareness of the special needs required by a person with a disability who is seeking an education.

Signs bearing room numbers in UVic buildings have been inscribed for many years in Braille. Buildings and Grounds are doing curb cuts on an ongoing basis. Canada's building code is reflecting the concerns of persons with disabilities and UVic's new buildings conform to its standards. The code currently requires strobe fire alarms to be installed and UVic is investigating the possibility of having enhanced sound equipment installed in lecture theatres.

Calendar....continued from page 8

M 12:30 p.m. UVic Percussion Ensemble. Phillip T. Young Recital Hall. Info 721-7903.

O 7:00 p.m. The UVic Challenge. RSVP by March 3. 1212 Douglas Street. Info 721-7315.

F 7:15 p.m. *The Ox*. Victoria International Film Festival. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 7:30 p.m. School Choirs. Tickets at Schools. University Centre Auditorium. Info 721-8299.

M 8:00 p.m. B. Mus. Graduating Recital. Thomas Marcaccini, clarinet. Phillip T. Young Recital Hall. Info 721-7903.

L 8:00 p.m. *An Evening With Daphne Odjig*. Dr. Daphne Odjig. Lansdowne Lecture. A. Wilfrid Johns Gallery, MacLaurin. Info 721-7836 (Arts in Education).

L 8:00 p.m. *Playing with Time: Adventures in Contemporary Fiction and Biography*. Dr. Frances Halpenny, U. of Toronto. President's Distinguished Lecture. Begbie 159. Info 721-8150 (Law).

F 9:15 p.m. *Tectonic Plates*. Victoria International Film Festival. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

T 8:00 p.m. *Comedy of Errors*. Michael Booth, Faculty Director. \$11-\$13 at Phoenix Theatre box office. Info 721-8000.

F 9:15 p.m. *Johnny Stecchino*. Victoria International Film Festival. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Friday, March 12

O 12:30 p.m. Patricia Young. Reading. Fine Arts 103. Info 721-7306.

M 12:30 p.m. *Fridaymusic*. School of Music students. Phillip T. Young Recital Hall. Info 721-7903.

L 3:00 p.m. *Twisted Theories About Twisted Snails: Examining Evolutionary Scenarios for Gastropods From A Developmental Perspective*. Dr. L. Page, UVic. Cunningham 146. Info 721-7123 (Biology).

A 8:00 p.m. CIAU Women's National Basketball Championship Tournament. \$5-\$7 at McKinnon Gym. McKinnon Gym. Info 721-8406.

T 8:00 p.m. *Comedy of Errors*. Michael Booth, Faculty Director. \$11-\$13 at Phoenix Theatre box office. Info 721-8000.

M 8:00 p.m. *UVic Big Band*. \$5-\$8 at School of Music & UVic Ctr. box offices. University Centre Auditorium. Info 721-7903.

Saturday, March 13

A 1:00 & 3:00 & 6:00 & 8:00 p.m. CIAU Women's National Basketball Championship Tournament. \$5-\$7 at McKinnon Gym. McKinnon Gym. Info 721-8406.

A 1:00 p.m. Elk Lake Spring Regatta. 500 m. Elk Lake. Info 721-8406.

T 2:00 p.m. *Secret Garden*. Four Seasons. \$3.75-\$4.50 at UVic Ctr. box office. University Centre Auditorium. Info 721-8299.

T 8:00 p.m. *Comedy of Errors*. Michael Booth, Faculty Director. \$11-\$13 at Phoenix Theatre box office. Info 721-8000.

M 8:00 p.m. Graduating Composers' Concert. Phillip T. Young Recital Hall. Info 721-7903.

Crime prevention bulletin

In an effort to keep the University community informed about security matters, The Ring will publish monthly crime statistics and other information provided by Traffic and Security.

CAMPUS CRIMES REPORTED FOR JAN. 1993

Jan. '93 Reports	Type of Crime	Jan. '92 Comparison
5	Break, enter & theft	5
2	Theft from auto	2
0	Theft of auto	0
4	Theft of UVic property	2
3	Theft of private property	7
4	Theft of bicycles	2
6	Theft of bicycle parts	0
2	Theft of wallets or purses	3
1	Theft from lockers	0
0	Theft of backpacks	0
1	Physical assault	0
0	Sexual assault	0
13	Vandalism of UVic property	10
1	Vandalism of private property	0
4	Vandalism to auto	0

The campus Safe Walk Program provided 128 escorted trips in January 1993.

If you have any questions about security matters or personal safety, please call Traffic and Security at 721-7600.

Ringers

Dr. David Boag, Director of UVic's School of Business, has been elected to the Board of Directors of the Victoria Chamber of Commerce and chairs its Business and Education Committee. The committee's purpose is to acknowledge education's contribution to the community and develop business-based educational programs through a co-operative relationship between the education system and the local business community.

Dr. Richard King (Pacific & Asian Studies) was awarded first prize in translation from Chinese in the British Comparative Literature Association's 1992 translation competition for his translation of a section of Liu Sola's novel *Chaos and All That*. The winning translation will be published in the 1993 issue of *Comparative Criticism*.

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS MARCH 5.

A ATHLETICS E EXHIBITIONS F FILMS L LECTURES M MUSIC R RECREATION

T THEATRE W WORKSHOPS & CONFERENCES O OTHER

Continuing

E Mozambique: Apartheid's Second Front. To March 28. Maltwood Museum & Gallery. Info 721-8298.

E Student projects HA 486. To March 8. McPherson Library Gallery. Info 721-8298.

O 12:30 p.m. Muslim Prayers. Every Friday. Interfaith Chapel. Info 721-8338.

O 4:00 p.m. Islamic Teaching Series. Last Sunday of every month. Interfaith Chapel. Info 721-8338.

Friday, February 26

L 9:00 a.m. *An Evaluation of an Airborne Remote Sensing System used to Determine the Thickness and Geometry of a First Year Sea Ice Ridge Located in the Beaufort Sea*. M.Sc. Candidate, Robert Bowen. Clearihue C116. Info 721-7970 (Graduate Studies).

O 12:30 p.m. W.D. Valgardson. Reading. Fine Arts 103. Info 721-7306.

M 12:30 p.m. *Fridaymusic*. School of Music students. Phillip T. Young Recital Hall. Info 721-7903.

L 1:00 p.m. *Alberta Parents' Selection of Child Care Arrangements: A Descriptive Study*. Margo Greenwood-Church, M.A. Candidate. MacLaurin D109. Info 721-7970 (Graduate Studies).

L 1:30 p.m. *Programming with Constructive Proofs in the Mizar-C Proof Environment*. Dr. Jim Hoover, U. of Alberta. EOW 430. Info 721-7229 (Computer Science).

L 1:30 p.m. *Norse Archaeology in Greenland: New Findings*. Birgitta Wallace, Parks Canada Archaeologist. Beck Lecture. Cornett B145. Info 721-7236 (English).

L 2:30 p.m. *Climate Change and Canada's Forests: Gazing into a Crystal Ball and Planning for the Future*. Ross Benton, Forestry Canada. Cornett A229. Info 721-7326 (Geography).

L 3:00 p.m. *Auxiliary Energy and Its Role in Marine Ecosystems*. Dr. W. Leggett, McGill University. Cunningham 146. Info 721-7123 (Biology).

L 3:30 p.m. *What Could Replication Mean in Econometrics?* Phillip E. Mirowski, U. of Notre Dame. Cornett A317. Info 721-8532 (Economics).

F 7:15 p.m. *You, Me and Marley*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

T 8:00 p.m. *Top Girls*. Linda Hardy, Faculty Director. \$11-\$13 at Phoenix Theatre box office. Info 721-8000.

M 8:00 p.m. *Faculty Recital*. Alexandra Pohran, oboe and english horn. \$5-\$8 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

M 8:00 p.m. *20th Century Spectrum II. Music from the Americas*. Victoria Symphony. \$12 at Royal, McPherson, UVic Ctr. box offices & others. University Centre Auditorium. Info 385-6515.

F 9:15 p.m. *Once Upon A Time In China II*. Victoria International Film

Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 9:30 p.m. *Route 99*. Suitcase Ski Party. Felicitas. Info 721-6243.

Saturday, February 27

F 7:15 p.m. *Forbidden Love*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

T 8:00 p.m. *Top Girls*. Linda Hardy, Faculty Director. \$11-\$13 at Phoenix Theatre box office. Info 721-8000.

M 8:00 p.m. *Old-Time Country Dance*. Caller: Laura Me Smith, Music: Pale, Bitter & Stout. \$4.50-\$6 at door. SUB Upper Lounge. Info 386-4708.

M 8:00 p.m. *Greater Victoria Youth Orchestra*. \$4-\$7 at UVic Ctr. box office & others. University Centre Auditorium. Info 360-1121.

M 8:00 p.m. *Faculty Recital*. Arthur Rowe, piano. \$5-\$8 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

F 9:15 p.m. *Flirting*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Sunday, February 28

L 2:00 p.m. *Islam*. Dr. Yvonne Haddad, U. of Massachusetts. Registration required. Begbie 159. Info 721-8526 (University Extension).

O 2:30 p.m. *Girl Guides Thinking Day*. University Centre. Info 721-6561.

F 7:15 p.m. *Ethan Frome*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

F 9:15 p.m. *Passion Fish*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Monday, March 1

W 2:30 p.m. *Learn How to Create a Winning Resume*. Pre-registration required. \$3. Student Employment Centre 136. Info 721-8421.

L 3:30 p.m. *Biodiversity and Protected Areas into the Twentieth Century: A Global Perspective*. Jeff McNeely, World Conservation Union, Switzerland. Cornett B135. Info 721-7326 (Geography).

L 5:00 p.m. *By Bread Alone?* Henri Lock. Sex and the Bible. Interfaith Chapel. Info 721-8338.

F 7:15 p.m. *Swoon*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *B. Mus. Graduating Recital*. Marion Newman, piano. Phillip T. Young Recital Hall. Info 721-7903.

F 9:15 p.m. *You, Me and Marley*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Tuesday, March 2

L 9:00 a.m. *Forecasting Business Investment: Summer's Q, Neoclassical Arima and Var Models*. James

A. Parker, M.A. Candidate. Fine Arts 104. Info 721-7970 (Graduate Studies).

F 12:00 & 1:00 p.m. *Humour, risk and change*. Sedgewick C168. Info 721-8085 (Human Resources).

L 12:30 p.m. *The Australian Theatre Today: Jolly Swagmen, Damned Whores and God's Police*. Prof Victor Emeljanow, U. of Newcastle. Lansdowne Lecture. Phoenix Theatre. Info 721-7991 (Theatre).

F 7:15 p.m. *Female Misbehavior*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

F 9:15 p.m. *Brother's Keeper*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Wednesday, March 3

M 8:00 a.m. *BandFest '93*. To 5:00 p.m. University Centre Auditorium. Info 721-7903.

L 12:00 p.m. *Subculture*. Stan McKay, United Church of Canada. SUB Theatre. Info 721-8355.

F 7:15 p.m. *As In Heaven*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *B. Mus. Graduating Recital*. Roger Buksa, piano. Phillip T. Young Recital Hall. Info 721-7903.

L 8:15 p.m. *Issues in Canadian Health*. Margaret Catley-Carlson, Health & Welfare Canada. \$2 at door. Begbie 159. Info 592-5509 (University Extension Association).

F 9:15 p.m. *Comb/Lyrical Nitrate*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Thursday, March 4

M 8:00 a.m. *BandFest '93*. To 5:00 p.m. University Centre Auditorium. Info 721-7903.

O 8:30 a.m. *Forest and Tree Related Research Colloquium*. 10 minute presentations. Senate Chamber, University Ctr. Info 721-7117 (Biology).

O 9:30 a.m. *Mock Jury Trials*. Faculty of Law. Begbie Law courts. Info 721-8160 (Law).

L 10:30 a.m. *Fear and Loathing in the Restoration Iser*. Dr. Robert Alexander, UVic. Clearihue C117. Info 721-7363 (French).

L 11:30 a.m. *The Integrated Development and Environmental Management of the Southern Part of Thailand*. Professor Dr. Her Royal Highness Princess Chulabhorn, President Chulabhorn Research Institute. HSD A240. Info 721-7020 (CAPI).

L 11:30 a.m. *Design, Synthesis and Chemistry of Reactive Transition Metal-Silicon Bonds*. Dr. T. Don Tilley, U. of California. Elliott 061. Info 721-7152 (Chemistry).

L 2:00 p.m. *The Role of Low Frequency Ocean Waves in the Global Climate*. William Hsieh, UBC. Institute of Ocean Sciences Auditorium. Info 363-6561.

W 2:30 p.m. *Eliminate the Interview Jitters - Be Prepared!* Pre-

registration required. \$3. Student Employment Centre 136. Info 721-8421.

W 4:30 p.m. *Using A.V. Equipment and Resources in the ESL Classroom: A Student Seminar*. Clearihue A201. Info 721-7424.

F 7:15 p.m. *Cup Final*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

F 9:15 p.m. *Father and Son*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Friday, March 5

M 8:00 a.m. *BandFest '93*. To 5:00 p.m. University Centre Auditorium. Info 721-7903.

O 9:30 a.m. *Mock Jury Trials*. Faculty of Law. Begbie Law courts. Info 721-8160 (Law).

L 11:30 a.m. *Breaking Internal Waves over Localized Topography*. W.R. Peltier, U. of Toronto. MacLaurin D288. Info 721-6120 (Earth & Ocean Sciences).

O 12:30 p.m. *Margaret Hollingsworth*. Reading. Fine Arts 103. Info 721-7306.

M 12:30 p.m. *Fridaymusic*. School of Music students. Phillip T. Young Recital Hall. Info 721-7903.

L 3:00 p.m. *The Role of Vegetation in Determining the Isotopic Composition of Global Free Oxygen*. Dr. R. Guy, UBC. Cunningham 146. Info 721-7123 (Biology).

F 7:15 p.m. *Swordsman II*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *UVic Orchestra*. University Centre Auditorium. Info 721-7903.

F 9:15 p.m. *Laws of Gravity*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

A 9:00 a.m. *Rowing*. OSU Dual Meet. \$2-\$5 at door. Elk Lake. Info 721-8406.

O 9:30 a.m. *Mock Jury Trials*. Faculty of Law. Begbie Law courts. Info 721-8160 (Law).

M 9:30 a.m. *UVic Jazz Night*. Felicitas. Info 721-6243.

T 2:00 p.m. *Secret Garden*. Four Seasons. \$3.75-\$4.50 at UVic Ctr. box office. University Centre Auditorium. Info 721-8299.

F 7:15 p.m. *American Dream*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Composers' Concert*. School of Music students. Phillip T. Young Recital Hall. Info 721-7903.

F 9:15 p.m. *The Lunatic*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Sunday, March 7

T 2:00 p.m. *Secret Garden*. Four Seasons. \$3.75-\$4.50 at UVic Ctr. box office. University Centre Auditorium. Info 721-8299.

L 2:00 p.m. *Judaism*. Rabbi Julia Neuberger, Harvard University. Registration required. Begbie 159. Info 721-8526 (University Extension).

F 7:15 p.m. *Puppets Against Aids/Reincarnation of Khensur Rinpoche*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

O 7:30 p.m. *Rites of People*. Jewish Community. Interfaith Chapel. Info 721-8338.

F 9:15 p.m. *Leolo*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Monday, March 8

O *UVic Fine Arts Festival*. Visual & performing arts. Old Marks & Spencer Bldg. Info 382-6188.

O 12:00 p.m. *Subculture*. Women's Role in Politics: A Personal Perspective. Hon. Elizabeth Cull. SUB Theatre. Info 721-8355.

L 2:30 p.m. *From Angel in the House to Shrieking Sister: An Exploration of the Relationship between the Press and the Militant Suffragette Movement*. Dorothy M. Newins, M.A. Candidate. Graduate Student's Ctr. 108. Info 721-7970 (Graduate Studies).

O 5:00 p.m. *By Bread Alone?* Dr. Bryan Teixeira. Toward a Non-Violent Society. Interfaith Chapel. Info 721-8338.

F 7:15 p.m. *Adam's Rib*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 7:30 p.m. *School Choirs*. Tickets at Schools. University Centre Auditorium. Info 721-8299.

M 8:00 p.m. *M. Mus. Graduating Recital*. Judith Dowling, mezzo-soprano. Phillip T. Young Recital Hall. Info 721-7903.

F 9:15 p.m. *The Man of My Life*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Tuesday, March 9

F 7:15 p.m. *Laws of Gravity*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 7:30 p.m. *School Choirs*. Tickets at Schools. University Centre Auditorium. Info 721-8299.

L 8:00 p.m. *Hollywood Shot by Shot. Alcoholism and the American Cinema*. Dr. Norman Denzin, U. of Illinois. Lansdowne Lecture. HSD A240. Info 721-7572 (Sociology).

F 9:15 p.m. *Inner Voice*. Victoria International Film Festival. \$1 festival membership. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Wednesday, March 10

O *UVSS Elections table*. University Centre Foyer. Info 721-6561.

M 8:30 a.m. *More and Pressure Cooker*. Felicitas. Info 721-6243.

Please see
Calendar
on page 7.